

ARTICLE 30

DISCIPLINARY/ADVERSE ACTIONS

SECTION 1. Employer will take disciplinary/adverse actions only for just cause, and be supported by evidence as required by law.

SECTION 2. The Union will be given the opportunity to be represented at any examination of an employee in the unit by a representative of the Employer in connection with an investigation if the employee reasonably believes that the examination may result in disciplinary action against the employee; and the employee requests representation. The Employer shall annually inform employees of their rights under this Section. When the Employer plans to hold a formal discussion, procedures described in Article 2, Part II, Section I.c. will be followed.

SECTION 3. When an employee is entitled to and has a personal representative and there is a requirement that the employee be provided with a notification of any matter related to a complaint, the representative will be provided a copy of the notification.

SECTION 4. In disciplinary/adverse action cases, the notice of action or proposed action should be delivered to the employee within a reasonable amount of time following the event which caused the action.

SECTION 5. It is understood that proposed disciplinary/adverse actions carry the right to reply orally and in writing. Therefore, these proposed actions may not be contested under the provisions of Article 31, Grievance Procedure.

SECTION 6. In the event the decision is made to effectuate the proposed, or less severe, disciplinary/adverse action, the employee shall be informed of his or her right and time frame to grieve the decision through the negotiated grievance procedure or the statutory procedure, if applicable, but not both.

SECTION 7. The Employee must be given the opportunity to read and Initial any document placed on file which is introduced to support disciplinary/adverse action at a later date.

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